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DCEA Board
January 10, 2014

Board of County Commissioners
Douglas County, NV

Dear Board of County Commissioners:

We wanted to express our sincere gratitude and support of the 6th MOU (HSA Contribution) and the 7th MOU (Salary Restoration). We understand the responsibility that you, as a board, have toward the taxpayers and citizens of Douglas County to provide services and guidance. We also appreciate the value that you place in the great employees that work for Douglas County to provide those services.

Three years ago, realizing the financial shortfall the County was facing, Douglas County Employee Association negotiated a 5% reduction in wages through a two hour per week leave without pay. Two years ago during negotiations, we worked with the county to accept a straight 4% pay reduction instead of the loss of hours to help ensure that public services were not causing unnecessary hardships for the citizens of Douglas County. We also signed a three year contract with incremental restoration of salaries to help the short term budgeting for labor costs.

The County and BOCC instituted a "Lump Sum Payout" in December 2012, accelerated 1% of the scheduled restoration 5 months in advance to help offset the 1% PERS rate increase, offered HSA Core Insurance recipients an extra amount of money to help offset the insurance increase, and now has offered to restore the remaining 2% (restoration & cola) of salary that is left on our contract. We feel that the County and BOCC are looking out for its most valuable assets, the employees.

Once again, thank you for thinking about the welfare of the employees in these tough financial times; it has not been easy for us. Many of us are also citizens of Douglas County and have families and bills just like other people. We also donate time and spend money in this community to ensure that local businesses will continue to prosper. It is with this in mind, that we gratefully and respectfully hope that this benefit will be accepted by both the Board and the citizens that we serve.

Sincerely,

DCEA Board

Chad Foster, President – Shawnyne Garren, Vice President – Mike Avila, Secretary –
Keri Scheetz, Treasurer – Valarie Nunes, April Walker and Liz Begovich, Directors

Post Office Box 1265 – Minden, NV 89423

Keeping Balance Through Representation